

# EXHIBIT 3



**Philippine  
Overseas  
Employment  
Administration**

Republic of the Philippines  
Department of Labor and Employment  
BPO Building, Ortigas Avenue cor. EDSA, Mandaluyong City 1201  
Website: [www.poea.gov.ph](http://www.poea.gov.ph) Email: [poea@poea.gov.ph](mailto:poea@poea.gov.ph)  
Hotline: 722-1144, 722-1155



150-5001-2000

Name & Assistance Division  
Compliance Unit  
FM-POEA-COL4-B-14 (01)  
EFFECTIVITY DATE 3 November 2008

Fax no.: (032) 7221176

Name of Employer	ARMED LABOR VERDE
Name of Worker	ELMER G. NASH
Position	COOKING FOOD PREPARATION AND SERVING WORKER
Jobsite	MARCUS COLORADO, U.S.A.
Date	JULY 5, 2010

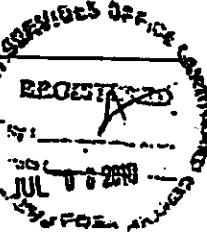
Please confirm compliance and inclusion of additional terms and conditions of the employment contract marked **X** below for the processing of the travel documents of the above-named worker(s) by signing in the space provided below.

- 1. Basic salary \_\_\_\_\_ for regular work hours and \_\_\_\_\_ for overtime pay, as appropriate
- 2. Transportation cost to worksite and return to the point of hire at employer's expense.
- 3. Free food and accommodation or offsetting benefits.
- 4. Just causes of termination of the contract.

- a. Termination by employer: The employer may terminate this Contract on the following just causes: serious misconduct; willful disobedience of employer's lawful orders; habitual neglect of duties; divulgence, insubordination; revealing secrets of establishment; when employee violates customs, traditions and laws of host country and/or terms of this agreement. The employee shall shoulder the repatriation expenses.
- b. Termination by employee: The employee may terminate this Contract without serving any notice to the employer for any of the following just causes: service, insult by the employer or his representative, illtreatment and unbearable treatment accorded the employee by the employer or his representative, commission of a crime/offense by the employer or his representative. The employer shall pay the repatriation expenses back to the Philippines.
- c. In the event of death of the employee during terms of this agreement, his remains and personal belongings shall be repatriated to the Philippines at the expense of the employer. Because the repatriation of remains is not possible, the same may be disposed of upon approval of the employee's next of kin or by the nearest Philippine Embassy or Consulate at the worksite, at the employer's expense or offsetting benefits.
- d. Failure to perform according to the standards agreed upon between the employer and the worker within the first twelve (12) weeks of the contract shall be a ground for termination of the worker in lieu of the provision on probationary period.
- e. 7. Other Requirements/Provisions: \_\_\_\_\_

Company seal:

Signature of Employer: *Violet Key*  
 Printed Name of employer: *Violet Key*  
 Official Designation: *HR Director*



} VICTIM'S APPROVAL  
WITH P.O.E.A. I HAD  
NO INVOLVEMENT.

THE VICTIM'S CO-COUNTRY  
LIED TO THE P.O.E.A. TO  
OBTAIN THIS APPROVAL.

THEY NEVER ARRIVED TO  
COLORADO, SEE EXHIBIT  
5. BILLOXI WAS FINAL  
DESTINATION.